



distinctions

## Training & Leadership

### Client Profile

Freudenberg-NOK—The American partnership of the world's largest producers of elastomeric seals and custom molded products ranks among the world's top 25 automotive original equipment suppliers. The Group also holds the distinction of being one of only eight in the top 100 worldwide suppliers that are truly global, as defined by Automotive News as having more than 10 percent of its sales in the three major auto-producing regions of the world. Extending its technology expertise beyond the automotive market, the Group also provides an extensive portfolio of precision molded products to the aerospace, appliance, business machine, fluid power, marine, medical, off-highway equipment and recreational vehicle markets. Distinctions, Incorporated was engaged to facilitate the introduction of leadership, productivity, employee performance and process improvement initiatives.

### Challenge

Initial commitment to the project was supported by only one member of the senior leadership team and the organization was in the middle of a company-wide initiative to re-engineer their 18 facilities throughout the United States, Canada and Mexico. This was the company's first training and development initiative.

### Solution

Two critical paths were mapped to include the re-engineering initiative while overlaying the leadership training to coincide with specific project milestones. The training and leadership programs were designed to enhance the re-engineering initiatives by building core competencies such as time/project management, change management, communication, customer service, etc.

### Result

Designed, developed and delivered a training and leadership development curriculum that impacted the accelerated growth of the company from \$276 million to over \$750 over three years.

